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TO : Legislative Task Force

SUBJECT: Educational Allowances to Agency Personnel

1. PROBLEM

What, if any, legislation should be sought by the Agency concerning educational allowances for the school-age dependents of personnel?

2. FACTS BEARING ON THE PROBLEM

- a. The Agency does not now have either formal policy or consistent practice concerning educational allowances for school-age dependents of its personnel, either overseas, in United States possessions and territories, or in the United States.
- b. Legal opinion states that there is no uniform or specific authority within the Agency to expend money for such educational allowances.
- c. Post differential payments made to employees of this Agency are based on a variety of hardship factors and paid as a percentage of the employee's salary without regard to existence or number of dependents.
- d. Educational facilities for school-age dependents in various locations, particularly overseas, are unsuitable, inferior, excessively expensive, or non-existent.
- e. The military services have authority to pay tuition costs for dependents of their military and civilian employees at foreign military posts.
- f. Other governmental agencies, including Department of State, do not have authority to pay educational costs for dependents of their employees overseas.
- g. The Bureau of the Budget has sponsored a committee, including representatives of State, MSA, Defense and CSC, to draft an "Overseas Civilian Service Act" to consolidate and revise the laws relating to overseas and territorial civilian employees. A sixth draft provides in pertinent part:
  - "(4) An education allowance or grant as follows:
    - (1) An allowance to assist an employee
      - (a) to provide for the elementary and secondary education of his minor dependents, including costs of tuition, board and room, correspondence courses and related costs;

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(b) to transport his minor dependents, whenever adequate elementary and secondary educational facilities are not available at the post at which he is serving, to and from the nearest locality where such facilities are available."

### 3. DISCUSSION

- a. The concept of Career Service in the Agency contemplates that employees are obligated to serve, when and where required, in the best interests of the Agency. It is inevitable that many employees with school-age dependents will be required to serve in localities without adequate educational facilities.
- b. It is therefore considered that an allowance for the education of school-age dependents of such employees is a legitimate goal for this Agency; school-age to mean through secondary school.
- c. Legislative precedent exists in the military services for such allowances.
- d. It is desirable that legislation permit such allowances to be authorized, in the discretion of the DCI, as required, overseas, in United States possessions and territories, and in the United States, in order that authority may be uniform, specific and statutory.
- e. One vehicle for the establishment of adequate policy is the draft legislation sponsored by the Bureau of the Budget to equalize, by payment of benefits, the costs of education of minor dependents overseas.

### 4. CONCLUSIONS

- a. The Agency should support legislation on this subject in the alternative, as follows:
  - (1) apply to CIA alone and be included in the Agencies' legislative package
  - (2) apply generally to governmental agencies, including CIA
  - (3) accomplish this purpose through the Agency appropriation, thus establishing legislative precedent for such payment.
- b. Such legislation should permit allowances as required, overseas, in the territories and possessions of the United States, and in the United States.
- c. Such legislation should require that the factors considered in computing allowance should be:
  - (1) Generally equivalent curriculum;

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(2) Tuition, board and room, correspondence courses and related costs; and

(3) Transportation to and from the nearest locality where generally equivalent curriculum is available.

d. The stated purpose of any such allowance should be to "assist" the employee to provide for education of school-age dependents.

#### 5. RECOMMENDATIONS

It is recommended:

a. That the conclusions above be adopted by the Legislative Task Force,

b. That the Director of Security, the General Counsel, the Assistant Director for Personnel, and the Comptroller be asked to concur in the conclusions above,

c. That, following their concurrence or non-concurrence, this paper be forwarded to the CIA Career Service Board for consideration, approval, and secure DCI approval,

d. That the Office of the General Counsel be requested to prepare legislation,

e. That the Assistant Director of Personnel be requested to prepare appropriate justification and supporting data,

f. That the Deputy Director (Administration) be requested to assume all responsibility for action.

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